Did Your Local Officer Make Over $100,000 In 1985? — pages 6 & 7

CONVOY DISPATCH

July-August 1986
#63

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

TDU Scores Legal Victory for Membership Rights

Contract Vote Rights Won

"This is a very important precedent for future contracts, not just for carhaulers, but for all Teamsters," stated Jim Carothers, steward at Commercial Carriers, Detroit Local 299, about another important victory TDU has scored for the rights of the membership.

On June 11, federal judge Oliver Gasch in Washington, D.C. issued a decision broadening the right of Teamster members to debate and be informed about contracts before voting to ratify them. The decision orders Jackie Presser and the Teamsters Union to allow groups of members (or local unions) the right to mail dissenting views regarding Teamster contracts before the voting takes place.

The court ruling means that when Presser sends you a brochure selling a contract, he also has to allow opposition forces a chance to use the union's mailing list to send members the other side of the story.

Case Arose from Carhaul Contract

The case arose a year ago, in the course of the carhaulers' contract negotiations, when Presser signed a concession deal. TDUers campaigned hard against it, issued a number of bulletins, and 81% of the members voted to reject. Presser blamed TDU for his (and the employers') defeat. After a three-week strike, a number of concessions were removed.

TDU had campaigned for months to unify the members and combat the employers' demands for concessions, but realized it was important to reach all affected members. So a request was made of Presser to permit a mailing to all carhaulers. It was denied, and this lawsuit, *Carothers et. al. v. Presser et. al.*, was filed by attorney Paul Levy.

Plaintiffs in the case were Jim Carothers, Joe Day, driver for Anchor Motor Freight out of Framingham, Massachusetts Local 170, and Jim Petroff, driver for Fleet Carriers out of Pontiac, Michigan Local 614. All three were actively involved in the case and travelled to the IBT Marble Palace in Washington, D.C. for depositions.

Presser and the IBT have appealed the case, so it will take a few more months before the decision is finalized and there is a possibility it will be reversed. But attorney Levy is "optimistic" that the newly-won membership right will stand strong.

Third TDU Contract Victory

The victory means that of the four national contracts Presser has negotiated, TDU has successfully sued him for violation of the members' rights in three of the four! In the fourth case, the relief rider of 1983, we managed to get an 8-1 membership rejection of his two-tier contract proposal.

Presser's attorneys argued in court that members had no right to debate contracts, and that if members were allowed to send out mailings like this, the rank and file would get confused. They stressed (apparently without laughing) the special "expertise" of Presser and his hand-picked negotiators.

continued on page 3

Pensions Threatened; TDUers Fight for Protections

Local Dumps UPS Members

According to 1985 financial reports, Chicago Local 710 President Bill Joyce was paid $139,446 in salary and expenses out of the membership's dues (see story on page 7 for more details). For years, Local 710 members have questioned whether they were getting their money's worth, but now thousands of members are even more shocked to find out that Joyce is booting them out of the local completely!

In late June, Local 710 moved to transfer roughly 1500 central Indiana UPS members out of the local and into Indianapolis Local 135. On June 30, TDU attorney Tom Geoghegan went into federal court to obtain an injunction to delay this drastic and sudden move until all the ramifications have been studied and considered by the members involved. With that legal action continuing as of this date, the rank and file is getting active by holding meetings and kicking off petition drives and grassroots organizing efforts. Their aim is to insure that their pensions and working conditions are not threatened.

Why would a local which has lost thousands of members in the past few years and organized few new members, choose to transfer thousands into another local? The question apparently lies in Joyce's fear of the rank and file activity lead by TDU that has been growing over the last several years. Concerned that his $139,000 a year is threatened, he has decided to not only bite the hand that feeds him, but actually cut part of it off.

Local 710 is an enormous local that covers road drivers, dock workers and other Chicago Teamsters. However, a full third of its membership is made up of some 4,000 UPS Teamsters located throughout the states of Illinois and Indiana and Davenport, Iowa.

In the past four years, hundreds of these Teamsters have joined TDU and gotten active in the union to win some basic rights and representation. Three years ago they joined with Chicago freight Teamsters to fight for the right to elect their own stewards by changing the local's bylaws. Joyce used every trick in the book to beat their challenge back, but finally in September, 1985 they emerged victorious when the U.S. Supreme Court ordered a court-supervised vote on the bylaws

continued on page 5

Inside

UPDATE ON PIE NATIONWIDE page 4

104 TOP IBT OFFICIALS MADE OVER $100,000 IN 1985 pages 6 & 7

DES MOINES SUPER VALU STRIKE BEATS BACK CONCESSIONS page 8

ARE UPS TEAMSTERS GIVING THEIR COMPANY A $42 MILLION GIFT EVERY YEAR? page 9

DETAILS ON 1986 TDU RANK AND FILE CONVENTION page 12

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600

Non-Profit Org.
U.S. Postage
PAID
Detroit, Mich.
Permit No. 1519

BUZZARDS BAY, MASS. 02532
13 JUN 1985

From the Members

TDU Has Helped Local 710 UPSers

Keep up the good work TDU! I know that TDU has helped Local 710 members toward getting the representation we should have had years ago. TDU is also a great source of information for members who are in trouble.

Jack Johnson
Local 710
Terre Haute, Indiana

Danger of Wide Trailers

It is time to stop talking and start doing something about the dangers of these convertor dollies and also the practice of using wide 102" trailers on the back of 96" trailers. You can't control these, especially when you get on two lane back roads that were made for the 96" trailers. Let's stop wishing and start doing something about both of these problems. The life you save might be your own!

Dwight Miller
Local 41
Kansas City, Missouri

Double Check Weekly Pay

I am writing to urge UPS members to always double check their time and weekly pay. My own experience over the last six months has been that my hours, or final pay, have been wrong eight times.

One way to keep track is to bring an index card from home to punch in and out on along with your regular time card. This way you can prove what time you started and finished on any date. When I get home I use the cards to check the hours worked, see if there has been a mistake and, if there has been, make a photocopy to give to the center manager the next day.

You have to stand firm because they try to talk you into waiting a couple of weeks for the correction, and then it usually takes even longer. One time my center manager wrote me a personal check for a mistake of $100, and when the check finally came in six weeks later I repaid him.

Bruce Welsh
Local 79
Tampa, Florida

We Need Better Representation

I think it is time we saw better representation from our local leadership. Sitting on grievances and hoping that the nine months will come and go is not representation.

Dale McCargar
Local 961
Denver, Colorado

Clean the Dead Wood Out!

I think that TDU is doing a great job and I am proud to be a member. By far, the most important issue facing us now is winning the right to vote for our international officers. I believe that if we could win the right to vote we would have a chance to clean out all the deadwood at the top and get people into office who care about the rank and file.

Peter Curley
Local 526
North Dighton, Massachusetts

How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YMCA Building, Room 619, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

TDU Steering Committee

Co-Chairs:
Doug Allan, #208
Pete Camarata, #299
Linda Gregg, #435
Maralee Smith, #142

Organizer:
Ken Paff, #407

Trustees:
Barbara Boriotti, #804
John Braxton, #623
Mike Friedman, #407

Members:
Emil Abate, #853
Archie Cook, #705
Manuel Diaz, #679
Edward Hernandez, #707
Doug Mims, #728
Mike Savwoir, #41
Pete Sercombe, #150

Alternates:
Jerry Simon, #20
Jesse Mize, #688

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

Copyright © 1985 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

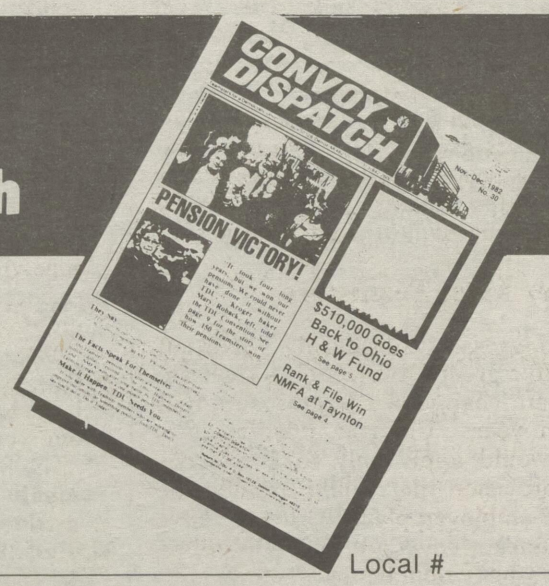
VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

SPREAD the WORD
Distribute Convoy Dispatch



Every month tens of thousands of working Teamsters depend on *Convoy Dispatch* for hard news on the union, special educational features, and updates on the progress of the rank and file movement.

But they don't get it at a newsstand or drugstore. They get it from a Teamster like yourself who is willing to help keep other Teamsters informed by distributing copies each month.

Help us help all Teamsters by signing up for a monthly bundle of *Convoy Dispatch*. For a small cost you can help spread the word. Use the order form at right today.

Name_____ Local #_____

Address _____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Warehouse☐ Other _____

Bundle size: ☐ 10 ($3) ☐ 20 ($4) ☐ 50 ($5) ☐ 100 ($9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

Washington Watch

Springfield, Ohio Local 654

DOL Overturns Election

Springfield, Ohio Local 654 officials have agreed to rerun last February's local election after Department of Labor (DOL) investigators concluded that two members of the local had been illegally kept off the ballot.

With the help of TDU, three veteran carhaul Teamsters, J.O. Brown, Ron Bowshier and Albert Knisley filed a complaint with the DOL after becoming fed up with the manipulation used by the local incumbent officers to eliminate their bid for office.

Last fall the local sent a letter to members notifying them of a nomination meeting set for December 8. In addition, explicit provisions were outlined in the letter for a mail-in nomination procedure, ostensibly to make it possible for the many road drivers in the local to submit nominations if they wished.

Knisley, Bowshier and Brown, who had decided to run for the positions of Business Agent, Secretary-Treasurer and Trustee, followed the procedure set out in the letter and began to ready themselves for the upcoming election campaign. On the day after the nominations meeting they were shocked to receive a letter from the local's election committee informing them that they were not eligible to run for office.

No Mention of Rules

The committee justified barring them from the election by citing Article 22 of the IBT Constitution which states that candidates must accept their nomination at the time of the nomination meeting.

However, they were not aware of this rule, nor could they have been as the local made no mention of it when sending out the requirements for nominations and had never provided its members with a copy of the IBT Constitution.

After being told they were disqualified, the three members sent an appeal to Presser, but never received a response. That's when they contacted TDU and a complaint was filed with the DOL.

The DOL settlement of the complaint orders that Brown and Bowshier be allowed to run again for Trustee and Secretary-Treasurer, but unfortunately Knisley was not included in the rerun as the DOL ruled that only officer elections are protected under labor election laws.

The election will take place sometime this fall, with an exact date to be worked out between the parties.

As J.O. Brown pointed out, "No matter which way the election results go, the important thing is that we have won the right to run, and Local 654 members will have a choice."

I'll Be in Atlanta

Fred Hartstein
Roadway Express
Local 364, South Bend, Indiana

This will be my first opportunity to attend the TDU Convention and I'm looking forward to it. Our chapter in South Bend often finds itself in a situation where we could use the experience and knowledge of other TDU members and TDU chapters to help us out.

Legal Briefs

TDU Files Brief in Driver Protection Case.

This fall the U.S. Supreme Court will hear a case that will determine the constitutionality of a vital part of the "Whistleblower" Law that was passed in 1982, giving drivers protection against retaliation for safety activities. The underlying case involves the discharge of Roadway driver Jerry Hufstetler, allegedly for sabotaging his truck, but actually for his repeated complaints to state agencies about unsafe equipment.

After a preliminary investigation, the Department of Labor found that the firing of Hufstetler was in violation of the law, and ordered him put back to work. Roadway challenged this reinstatement order. The result was that a Georgia judge agreed with them, ruling it unconstitutional. Nevertheless, Hufstetler's discharge continued to be found unlawful in further legal proceedings—first by the DOL judge, then the Secretary of Labor, and finally by a federal court.

In a TDU legal brief filed in support of Hufstetler's preliminary reinstatement, TDU attorney Paul Levy argued that it is a necessary part of the Whistleblower Law in that it affords workers greater incentive to refuse unsafe work and equipment because of its quick protection. Levy stresses that it was the appalling safety record of the trucking industry which originally lead to passage of the law, and that truck safety has continued to deteriorate.

Pension Law Changes May Not Cover Most Teamsters.

As part of the pending tax legislation Congress is considering important amendments to pension laws which could offer greater protection for certain pension plan participants. The most significant change is a requirement that pensions be vested in five instead of ten years. Unfortunately, as it is presently being considered, this change would apply only to employees participating in single employer funds, a provision that would exclude the many Teamsters who are covered by multi-employer plans. Other positive proposals being considered would affect pension coverage and integration which regulates the funds used from social security benefits to offset pension payments.

The change from ten to five years for vesting would be a great advance, offering protection to an increasingly mobile workforce and potentially alleviating some of the problems Teamsters face when switching from fund to fund, many of which do not have reciprocity agreements.

There is still a chance that this legislation could be extended to cover workers under multi-employer plans, and Teamsters are urged to write their congressperson or the sponsors of the bill, Senator Bob Packwood (R-OR) and Representative Dan Rostenkowski (D-IL), to offer support for the benefits of the current legislation and urge the extension of coverage to all workers.

Membership Rights Won

continued from page 1

The court responded: "The short and simple answer is that full participation in union affairs by the rank and file is precisely what Title I (of the Landrum-Griffin Act) envisions." The court agreed with TDU's argument that this right is especially important in large contracts, or those with various supplements, as members in one local need to be able to communicate with those in another.

The decision orders the IBT to provide access to mailing lists, and that when the union mails members ballots for ratification of a proposed contract, members opposed to the proposal are entitled to have materials expressing their views mailed before or at the same time as the ballots, to all or a portion of the affected members.

The decision says two important things about the TDU movement and our rights. First, that by being organized and with effective strategies, we can win new rights. And that without TDU, this right for all Teamsters (not just TDU) would not have been won.

Just as important, this right will mean nothing without an effective organization. Without organization, members will not be able to put together the network, the information, and raise the funds for postage and printing to make this new right mean something. This is what TDU is all about — we get involved in winning rights and we are an organized force to make it possible to consider using those rights, to prevent further concessions and to strengthen our union.

W.V. Pension Danger

Teamsters covered by the Joint Council 84 Pension Plan should be aware of a provision in the pension plan that could reduce their benefits drastically if they have had a break in service of over one year.

TDU attorneys became aware of this danger when Local 175 member Billy Lavinder contacted us after being notified by the fund that instead of receiving credit for 20 years, as he expected, he would get credit for only eight. According to the plan description, until a member has ten consecutive years of credit, any past credit will be voided by a break in service of over one year.

The passage of the Employee Retirement Income Security Act in 1974 made these kinds of plan provisions illegal by stating that any break in service has to be greater than the years worked. This was not put into effect until 1976, however, meaning that Teamsters with breaks in service before that date risk losing benefits.

Even before the passage of ERISA many funds had far better break in service provisions than J.C. 84's. West Virginia members with more questions should contact the National TDU office or the Charleston Chapter at PO Box 10295, Charleston, WV, 25357.

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street NW
Room 612
Washington, DC
20036
(202) 785-3707

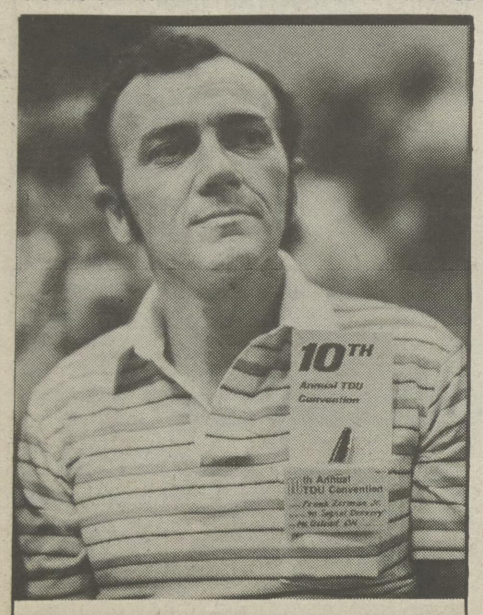
Members Left in the Dark

Big Con Game Unfolds at PIE Nationwide

Implications of fraud, SEC violations and slick manuevering have continued to crop up in the unfolding story of PIE Nationwide. Teamsters at this major employer have been left virtually in the dark by the union and company about recent events, but one fact remains clear: 86% of PIE workers are still losing 15% of their paychecks.

Teamster locals called to Chicago in February and April to discuss the situation at PIE were made aware of litigation filed by PIE board members who accuse International Utilities (IU) of several irregularities in the formation of the Employee Stock Ownership Plan (ESOP).

In the December, 1985 agreement, IU had agreed to sell their shares of PIE stock to Maxitron, the current owner of PIE. The purchase price was $5 million, or equal to $1 per share of stock. However, the sale was carried out less than 60 days after the ESOP was implemented, and was thereby a violation of fiduciary duty to PIE workers, who had agreed to the ESOP.



Massive Shuffling of Assets

Revealed more recently has been that the $5 million Maxitron needed to purchase PIE from IU was actually borrowed from assets held by PIE! In effect, there was no real sale of the company at all, just a shuffling of assets from IU to Maxitron.

With this shady deal added to the potential ERISA (pension plan) and SEC violations already known about, you would think that the union had finally gotten the idea that something was rotten in Denmark. Perhaps they did, but nevertheless still weren't ready to order an end to the ESOP. Instead, they gave these white collar criminals another chance to clean up their act by demanding that Maxitron repay the loan with interest by June 30, or face loss of ownership of PIE to the employee stock holders, to which Maxitron agreed.

When June 30 came around, Maxitron had still failed to come up with the money, and the PIE board of directors quickly met to vote an extension of the payback period to September 25. The only board members present at that meeting were all from Maxitron. Two PIE representatives were absent, as were the two members appointed by the union, who are technically supposed to be representing the employee shareholders.

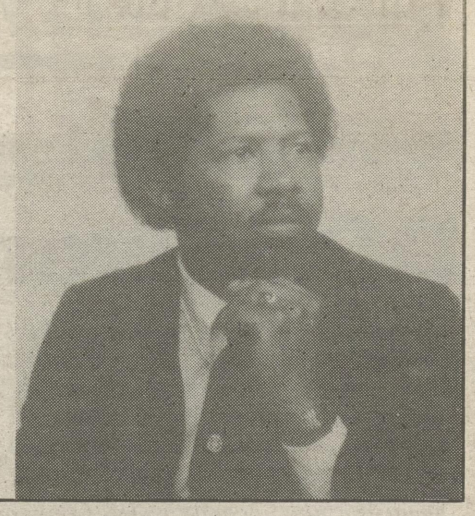
All of these events go to show that the big promises made about employee ownership and participation have ended up being no more than a big con game. Despite the 15% cuts taken by PIE employees, they have no more say now in their company's future than before the ESOP was brought in. Promises of newer and safer equipment have also not been met, even though PIE turned a profit in April and May totalling some $3 million.

PIE members, and all Teamsters, deserve to be more than pawns in a corporate game, giving concessions but getting no input or security for their future in return. The only way to get it is through real union representation that defends our interests all the way.

I'll Be in Atlanta

Gene McCord
Roadway Express
Local 20, Toledo, Ohio

It's time for Teamsters to get together. No matter what part of the country you are from, what company you work for, or what job you do—we all need to get together. I'll be in Atlanta on the 25th and 26th of October because I care about what is happening to our union and what is happening at major Teamster employers like Roadway. I hope to see many of my Roadway brothers and sisters there too.



I'll Be in Atlanta

Frank Zerman
Trustee, Local 40
Signal Delivery System
Local 40, Mansfield, Ohio

Last year was the first time I attended a TDU Convention, and I plan to be back for a second time. I've learned a lot through TDU, and was able to win a position on our local executive board last fall. I look forward to seeing many fine Teamsters at this year's convention.

TDU Calls For Common Sense Approach

Drug Testing Needs Protections

TDU has been at the head of a common sense approach to drug testing, one that takes into account a citizen's right to privacy and offers protection against errors and rehabilitation when necessary. Lawsuits are currently pending against Roadway Express, Yellow Freight and the International Union, in the hopes that the procedure can be changed. The real change will come about when rank and file Teamsters start to make demands for a sensible approach, including the following changes:

1. *Concrete evidence must be provived before an employee is subjected to the drug testing.* The language in the NMFA reads that the employer must have "probable cause" to initiate drug testing. Probable cause is a specific legal term which would have the employer provide some concrete basis for the testing. The drug testing language was modified later to read the employer must have "probable suspicion." This means suspicion based on observations that the employer can make concerning the appearance, behavior, speech or breath odor of the employee.

In other words, if you come into work a little groggy from not getting enough sleep, you can be subjected to the tests just for having red eyes and acting "differently" than normal. Even if you're not a drug user, you then place yourself at the mercy of the laboratory testing which has a 10-20% error rate. New language must be inserted forcing the employer to have more evidence than "red eyes" to subject the employee to drug testing.

2. *The level of THC in blood and urine samples should at least rise to standards accceptable in the military and law enforcement agencies.* With a reading of 30 nanograms in your urine sample you are subject to a discharge. There is no scientific evidence to prove intoxication or impairment at this level. The military uses a standard of 80 nanograms. The purpose of the drug testing wasn't to legislate morality, the purpose was to make for safer conditions. A little more attention to maintenance, hours of service, and safe working conditions would go longer in insuring safety than the unfair drug testing procedures now in effect.

3. *If a person is tested and comes out positive, rehabilitation should be offered, instead of immediate discharge.* Men and women make mistakes. So do machines. The margin of error in drug testing laboratories is well documented. Even if the error rate were 1%, would it be worth the risk of unjustly firing even a small number? Contractual agreements in other unions have a rehabilitation program built in. After a 30 day period the person is tested again, gets a clean bill of health and returns to work. Drug abuse, like alcohol abuse is a sickness. For those with a problem, they would get a chance to put their lives back together—a noble goal of any union. For those falsely accused through human or technical error, they would at least be able to return to their jobs.

The employers have an incentive to fire long-term employees. After all, for every senior worker fired, they hire a new worker at 70%. Human compassion has never nor probably will ever play a role in the business world. The union should have higher interests and goals. Compassion, justice and dignity are objectives thrown to the wind by hasty decisions. The union should return to some common sense and correct this tragic error, because, after all, it could happen to you.

Freight Lines

Decision on Jifflox Expected in August.

The Jifflox dolly used by Roadway, PIE Nationwide and a number of smaller freight companies has been responsible for a tremendous number of injuries by drivers, switchers and yardmen. TDU has learned that because of the substantial number of injuries the National Highway Traffic Safety Administration (NHTSA) in Washington has stepped up their inquiries to the final stage and expect to make a decision in August as to whether they will recall the Jifflox completely or modify its design.

Roadway Gives Kansas City Terminal Runaround.

Ever since Kansas City Local 41 members turned down Roadway's request for a 4-10 workweek freight has dropped to such a low level that over 50 members have been laid off. This is despite the fact that the terminal has also grown from 70 to 180 doors. This situation is apparently in retaliation for the "wrong" vote on 4-10s, and also a tactic to keep pressure on for other changes the company has in mind. On June 29 the company asked for significant changes in bidding, hoping that the layoffs would change some minds. But the result was a standoff, with the local maintaining that no vote would take place until the company took a more reasonable approach.

Interview With Victor Reuther

"TDU is on the Side of Justice"

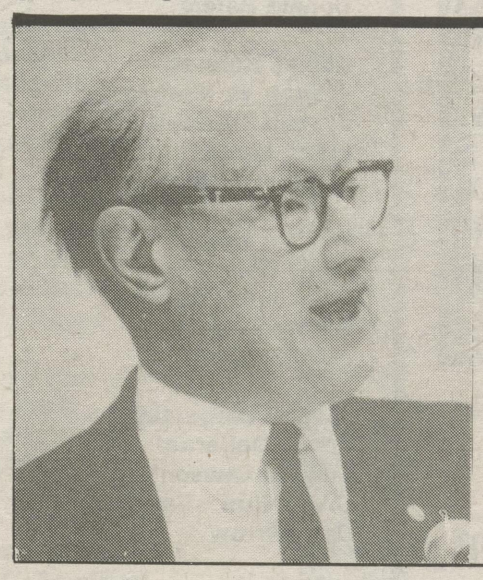
Victor Reuther has been an active leader in the labor movement for over 50 years. His involvement ranged from participation in the 1930's Kelsey-Hayes strike to UAW Director of Organizing in Indiana to UAW National Education Director and Director of International Affairs.

Since his retirement Reuther has continued to be an advocate of a strong labor movement. He will be a keynote speaker at the upcoming TDU Convention on October 25-26 in Atlanta, Georgia.

CD: What do you see as the major differences between the labor movement in the 1930's and the labor movement today?
Reuther: It is dangerous to generalize. But today there is a far larger body of people who have had successful experiences within the trade union movement. That is a big plus compared to the situation in the 1930's. Also, we find many young militants today who justifiably complain about bureaucratic control in the union movement, but that was also commonplace in the 1930's because the AFL was not only saddled with old and conservative leadership, but with leadership that felt it had more in common with the boss than, particularly, the unorganized production workers.

Also, when the CIO was formed we had a nucleus of top labor leaders with some modest union treasuries, committed to organizing the unorganized. Today, there isn't a single national trade union that is prepared to buck the central bureaucracy in labor and commit its treasury to a united campaign to organize the unorganized. So there is a sense today that rank and file workers struggle not only against the boss, but often at the same time against some union leadership that is in collusion with the boss. In those instances, local militant unions are forced to develop a strategy which exerts pressure on both their national union leadership and the corporation, which assures some degree of success.

This is a difficult period unions are going through, but I sense a resurgence of rank and file determination to participate in their union affairs. I see rank and file people bucking the machine and being elected as local union officials.



"A collusion between the Reagan White House, corporate America, and the president of your union is obvious and terrifying to all those who really believe in democracy. This makes your struggle not only a union-management one, but also a struggle for the very survival of democratic institutions. That's why I think not only all unions but the whole nation has an interest in the success of TDU."

I must say that those of you in Teamsters for a Democratic Union have taken on perhaps the most difficult of all the battles in the trade union area. The collusion between the Reagan White House, corporate America and the president of your own union is obvious and terrifying to all those who really believe in democracy. This makes your struggle not only a union-management one, but also a struggle for the very survival of democratic institutions. That's why I think not only all unions, but the whole nation has an interest in the success of TDU.

CD: What do you think the role of local union officials is, or should be, at this time?
Reuther: For any organization to have real influence it must have roots that reach deep into the rank and file. The election of good local leadership is important, but it is important too that these local leaders not carry on their struggle in isolation.

CD: How do you respond to the argument by union leaders like Presser that concessions are necessary?
Reuther: In my 50 years of experience in the union movement there have been occasions where I thought concessions were justifiable, but I think that we're living in a time now where corporations, some of which are showing higher profits than ever before, are using as a subterfuge the charge that they can no longer meet international competition. They're using this as an excuse for a frontal attack on everything we've struggled for in the last 50 years. Naturally, workers and their unions ought to resist this union-busting with everything they've got.

CD: A major problem in our union is corruption. What do you think the impact of this is on the IBT and the labor movement?
Reuther: Corruption and gangsterism are contagious diseases, and the kind of corruption so dominant in the national IBT leadership is almost a carbon copy of what existed so long in many high corporate circles, such as the Harry Bennett regime at Ford. White collar crime remains far more pervasive than blue collar, but what saddens me is that the labor movement is not exposing and challenging the moral posturing of corporate America, for the labor movement is committed to higher standards.

CD: Another issue TDU has had to deal with is that of slander and red-baiting. What are your views on this?
Reuther: It has been said that those kind of tactics are the last refuge of a scoundrel. When you can no longer win by fair play, then you smear them with unfounded and undocumented charges.

CD: What is your position on democracy within unions and what do you think about the right to vote for international union officers?
Reuther: I think that the union membership has to have final say as to who their officers are going to be. I do not share the view that there is only one way to guarantee that. I think that the convention structure can be used, and it has been proven so in some unions. However, once the bureaucracy gets hold of an organization it can use either the delegate system or direct balloting to its advantage. This is because the real advantage is incumbency and the use of the national mailing lists, fulltime staff and everything else continues their hold on power.

And this is why I think that it is terribly important to get the best possible local union leadership that you can, because if you have that, it is possible then to build a coalition that can challenge entrenched bureaucracy.

CD: Anything else you would like to say about TDU?
Reuther: I'm with you, and I admire your courage. I do not underestimate the great difficulties before you can claim victory, but anything worth having is worth fighting for, and democracy is worth having.

Keep your ranks in TDU solid. Stand together for the things you believe are right. It takes more courage when you are in the minority and are shouted down and out maneuvered. But justice is not just on the side of numbers, and you Teamsters in the Teamsters for a Democratic Union are on the side of justice.

Local 710 Transfer Fought

continued from page 1

amendment with the crucial stipulation that there be provisions for regional meetings or mail ballot voting for the dispersed membership.

The details of that vote are being worked out in court between Local 710 and TDU attorney Tom Geoghegan, and it is likely to occur in the fall.

Election Challenge Also Feared

Joyce has another and bigger problem on his mind. In 1985 rank and file members, including some TDU members, formed the Eagle Slate to run against Joyce. Joyce used his usual tricks, declared victory, and sat back to collect his salary for another term. The Eagle Slate didn't give up, and protested to the Department of Labor, which agreed with their protest and has now sued Joyce and the incumbents. The DOL now plans to supervise a rerun election.

This all explains why Joyce is trying to kick out thousands of members before either of these crucial votes take place. Whether he is successful or not depends largely on the pending legal action and rank and file activity over the coming weeks.

In a typical manner, Local 710 officials tried to lie about the proposed transfer of outstate members. They claimed that the move was being forced by the International Union, and rumors even began to circulate that Presser had made deals with Indiana and Illinois local union officials to give them the members in exchange for votes at the IBT Convention.

These lies were uncovered in court when the attorneys for the International Union testified that the International was not aware of, or responsible for, the transfer. Joyce continues to claim that Illinois UPS members will never be transfered out of Local 710, and they will "fight" to keep them in.

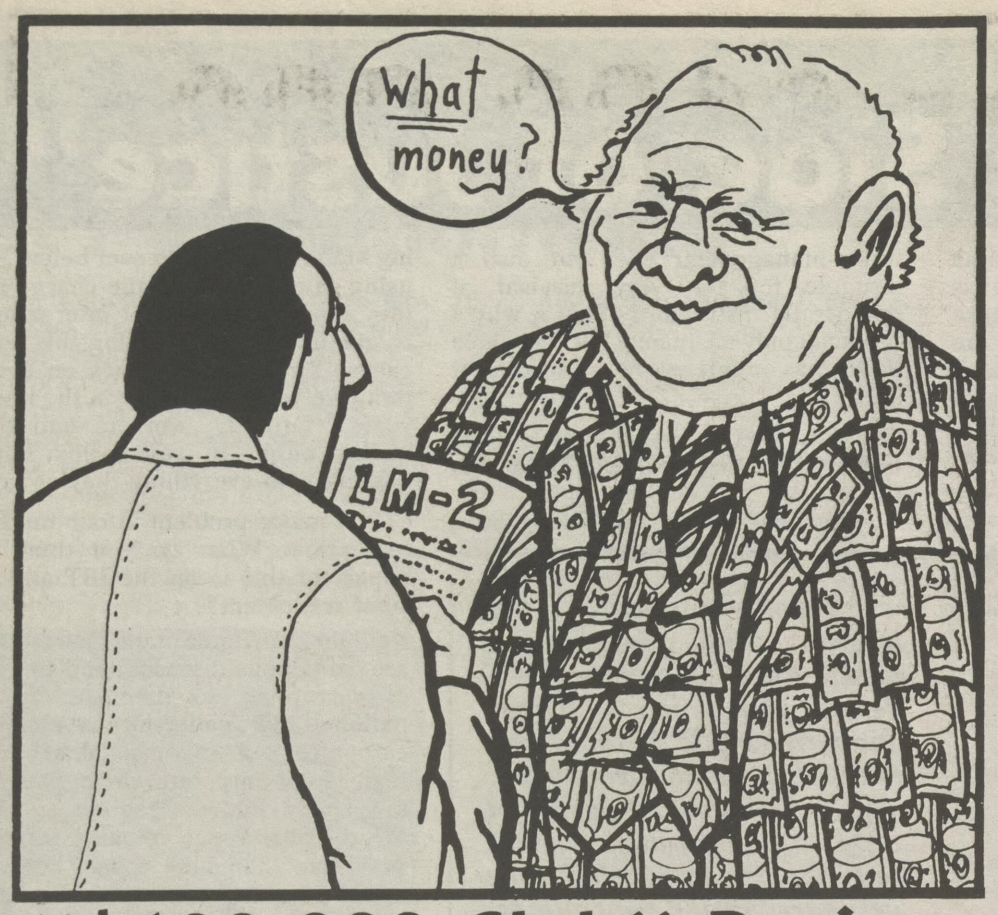
Pensions Endangered

Joyce's proposed transfer is not only a dirty trick, it could also endanger the pensions of the thousands of members involved. Local 710's pension plan, which is separate from Central States, has significantly higher benefits (25-and-out with $1,000; 30-and-out with $1,300) . Members stand to lose these benefits through the transfer.

Other pension problems would occur as well, including a situation where any member with, say, nine years in the Local 710 fund would then have to work another full ten years under the Central States Fund before being vested at all. Officials from other locals have stated that transferred members will stay in the 710 fund, but so far Local 710 has refused to make any such assurances in court.

TDU is investigating this matter and demanding that, if transferred, members remain in the 710 fund. TDU is also pushing for the right of all affected members to vote on whether to transfer or not.

Local 710 member and long-time TDU activist Rick Neuses from Decatur, Illinois summed it up by saying, "TDU's been around for the bylaws, the contract fights, and now is fighting to keep our pensions and other benefits safe. A lot of us know each other and have been fighting together for years. The thing that ties us together is TDU, and we're real glad TDU's around and standing behind us since it seems the local won't. If we stay in the local, we are looking forward to the rerun of the election so that maybe we can take this local back for the rank and file."



"$100,000 Club" Drains Our Union's Strength

On July 31, TDU made public the results of a two-month study of hundreds of financial reports, revealing that 104 top Teamster officials received over $100,000 from our union's treasury in 1985. This was a 37% increase over 1984, when 76 officials made it into the club, making it the largest increase in the list since TDU began investigating officers' finances.

The total amount paid these 104 officials was a massive $15,175,178. This marks a 26.2% increase over the 1984 total of $12,021,884.

There are actually even more officials making over $100,000, but as they are under Canadian affiliates or public employee locals, no figures are available for them.

Most other North American unions have at most one, or possible two, officers making over $100,000. Many have none at all. In fact, our union has more than all other unions put together. Most of the men (there are no women) on the list hold two, three, four, or even five, fulltime "jobs." In addition, most enjoy benefits to match their bloated salaries, like as many as four pension plans, free luxury cars and, in some cases, private jets at their disposal.

While some of these officials are hard working and honest, others have been convicted by juries of taking money from employers. And while some have been fairly elected, others have never faced one rank and file election in their careers.

So now we can see what Presser means when he states that our union has grown, and that we haven't taken any concessions. Under the Presser presidency, the list of officials making bloated salaries has grown as fast as working Teamsters have lost jobs, working conditions and wages. The officials at the very top of our union haven't taken any concessions. It is easy to see why they expressed such confidence in Jackie Presser at the IBT Convention!

What does this mean for our union's strength? First, look at what could be done if these salaries were reduced to more reasonable levels (which was a TDU proposal at the IBT Convention). Even if they were cut in half, we could save $7,587,589 annually, and still have the highest paid officials in the world.

At present, there is apparently only enough money left over in our International Union budget for six organizers. With salaries cut in half, dozens of organizers could be hired to carry out a concerted drive to organize the unorganized in trucking and other key jurisdictions.

The $100,000 Club is also a threat to our union in that it represents a system based on wealth, greed and personal enrichment, where ethics are reduced to the lowest level. The real purpose of our union is to raise the working conditions of its membership and to extend the benefits of unionism as broadly as possible, not to be a vehicle for a select few to join the ranks of the super rich. (Only 2% of U.S. citizens presently make over $100,000 per year.)

If this makes you mad, like it does us, and if you feel that something needs to be done to change this system and rekindle our union's strength, there is something you can do. See page 12 for the coupon to join TDU, and for information on the TDU Rank and File Convention, where Teamsters will be convening to take the next step in the effort to bring our union back to the membership and away from the fat cats.

Get Your Local's LM2

We will provide you a copy of the financial report on your local union. Free to TDU members, others please send a donation with your request. Contact TDU, Box 10128, Detroit, MI 48210, (313) 842-2600.

104 IBT Offici

All data compiled by TDU from hundreds of LM-2, LM-3, and LM-15 reports filed
All figures includes salaries, expenses and allowances from affiliates, but do
such as multiple pension plans, severance funds, etc.

Name	City	Total Compensation
Jackie Presser[1]	Washington DC	$571,960
Harold Friedman[2]	Cleveland	524,036
Arnie Weinmeister	Seattle	398,863
Weldon Mathis	Atlanta	284,195
Donald Peters	Chicago	282,472
Robert Holmes	Detroit	273,322
Joseph W. Morgan	Hallandale FL	244,602
Joseph Trerotola	New York	240,460
Frank Matula[3]	Los Angeles	234,518
Michael J. Riley	Los Angeles	206,107
William Hogan	Chicago	203,911
Louis Peick	Chicago	184,972
William F. Genoese	New York	184,653
Bernard Adelstein	New York	181,379
Jack D. Cox	Los Angeles	171,360
Joseph Bernstein	Chicago	170,104
Rocco DePerno[4]	Utica NY	159,912
Edward Lawson[5]	Vancouver BC	159,225
C.W. "Bud" Smith	Wichita KS	158,576
Dan Darrow	Akron	158,212
Charles Thompson	Oklahoma City	158,094
J.L. Bernstein	Chicago	157,979
John Cleveland	Washington DC	155,799
Marion Winstead	Louisville	151,530
Luther Watson	Nashville	150,975
Jack Yager	Kansas City	150,830
Don West	Birmingham	149,854
Norman Goldstein	Hallandale FL	147,844
Charles H. Jones	Dallas	145,766
R. Bernstein	Chicago	145,101
Dennis Silverman[4]	New York	143,580
William Evans	Cleveland	142,317
Robert Sansone	St. Louis	141,811
Paul Hanoian	Providence	141,424
Mitchel Ledet	New Orleans	140,897
William Joyce	Chicago	139,446
Walter Shea	Washington DC	137,874
Robert Marciel[4]	Los Angeles	137,023
R.V. Durham	Winston-Salem	136,287
M. Davidoff	New York	135,621
Vincent Trerotola[6]	New York	134,430
James Coli	Chicago	134,246
Anthony Distinti[4]	New York	133,883
Anthony Hughes[7]	Cleveland	133,082
John Kelahan	Chicago	131,639
Raymond Fularczyk	Milwaukee	131,456
Joseph W. Morgan, Jr	Hallandale FL	130,905
William McCarthy	Boston	127,177
Douglas Heim	Chicago	126,217
Robert Crapanzano	New York	123,353
Richard Collinson	Akron	123,207
Theodore Cozza	Pittsburgh	123,106
R. Jerry Cook	Atlanta	123,037
Maurice Schurr	Philadelphia	122,786
M. Adelstein	New York	121,164
Harry Marshall	Denver	120,985
George Vitale	Detroit	120,584
Robert Sinnett	Anchorage	120,141
Carl Lindeman	Los Angeles	119,669
Robert Pavolka	Tacoma	119,516

icials Make Over $100,000

orts filed with the U.S. Department of Labor.
es, but do not include other compensation

Name	City	Total Compensation	Affiliates
W. Ferchack	New York	117,458	L 732
Sherman Brown	Cleveland	116,094	Intl, JC 41
George Rohrer	Los Angeles	115,481	Intl, WC
Paul Locigno	Cleveland	115,367	Intl, JC 41
Louis Richard	Washington DC	115,213	Intl
William Hogan, Jr.	Chicago	115,160	L 714
A. Adelstein	New York	115,118	L 813, L 1034
Joe Allgood	Washington DC	114,696	Intl
Chuck Mack	Oakland	113,567	Intl, JC 7, L 70
Joseph Ballew	Seattle	112,813	Intl, WC
Charles Haddock	Dallas	112,754	SC, TX Conf, L 745
Sam Stintsman	Cleveland	112,194	Intl, JC 41
Norbert Miller	Modesto	112,053	Intl, JC 38, L 386
Eugene Burroughs	Washington DC	111,204	Intl
James Hogan	Chicago	111,144	L 714
Richard Hammond	Houston	111,411	TX Conf, JC 58, L 988
Duke Zeller	Washington DC	110,796	Intl
Herbert Suvaco	San Francisco	109,596	JC 7, L 860
H. Davidoff	New York	108,396	L 851
Harold Yates	St. Paul	108,357	Intl, L 120
Andrew Suckart	Cleveland	108,285	Intl, JC 41
Max G. Sanchez[4]	New York	107,162	L 810
W. Fleming Campbell	Bethesda MD	106,653	Intl, EC
Norman Greene	Washington DC	106,519	Intl
Edward "Doc" James	Gary IN	105,465	Intl, L 142
R.W. Frankowski	Los Angeles	105,033	L 986
John P. Hartigan	Washington DC	104,816	Intl
James Casey	Washington DC	104,778	Intl
Earl D. Bush	Los Angeles	104,731	Intl
Paul Steinberg	Chicago	104,625	CC
Robert Kavalec	Cleveland	104,507	Intl, L 507
William C. Smith III	Hallandale FL	104,001	Intl
Richard Lyter	Washington DC	103,714	Intl
Joseph Pecora	Mountainside NJ	103,287	L 863
William Grami	Seattle	103,088	Intl, WC
Peter Moslinger[5]	Vancouver BC	102,661	Intl
Richard Milone	Kansas City	102,595	L 541
James Farrington	Washington DC	102,529	Intl
Howard Bennett	Albany NY	101,990	JC 18, L 294
Karl Rogers	Kansas City	101,932	L 541
Glenn Jones	Washington DC	101,664	Intl
Robert Moody	Cleveland	101,528	Intl, JC 41
Angelo Foscoe, Sr.	Chicago	100,762	L 738
Robert Miller	Hallandale FL	100,507	Intl, SC

n	Affiliates
	Intl, OH Conf, JC 41, L 507
	Intl, OH Conf, JC 41, L 507, L 19
	Intl, WC, JC 28, L 117
	Intl, L 728
	Intl, L 743
	Intl, CC, L 337
	Intl, SC
	Intl, EC, JC 16
	Intl, L 396
	Intl, JC 42, L 986
	JC 25, L 714
	Intl, JC 25, L 705
	Intl, L 732
	JC 15, L 813, L 1034
	Intl, L 572
	JC 25, L 781
	JC 18, L 182
	Intl
	Intl, L 795
	Intl, CC, L 348
	Intl, SC, L 886
	L 781
	Intl, EC, L 730
	Intl, KY/WV Conf, JC 94, L 89
	Intl, SC, JC 87, L 480
	Intl, CC
	Intl, SC, JC 87, L 612
	Intl, SC
	Intl, SC, TC
	L 781
	L 810
	Intl, JC 41, L 52
	Intl, MO/KS Conf, JC 13, L 682
	L 64
	Intl, SC, L 270
	L 710
	Intl
	JC 42, L 63
	Intl, L 391
	L 851
	Intl, EC, JC 16
	L 727
	JC 16, L 277, L 707
	Intl, JC 41, L 507 & Bakery L 19
	L 710
	Intl, L 200
	Intl, GA/FL Conf, SC
	Intl, JC 10, L 25
	Intl, L 705
	L 27
	Intl, JC 41
	Intl, L 211
	Intl, GA/FL Conf, SC, L 528
	Intl, L 929
	L 1034, L 813
	Intl, JC 3, L 17
	Intl, L 283
	L 959
	L 396
	Intl, JC 28, L 599

Footnotes

1. Presser's salary from the IBT rose $8,243 over 1984, but this total fell due to the $180,201 he pocketed in 1984 for legal problems, and which he didn't get in 1985. In July 1986 Presser's attorney John Climaco told the Cleveland Federal Court that Presser was personally paying for his legal bills in the ghost employee case. Climaco is General Counsel for the International, Joint Council 41 and Local 507, all headed by Presser. Presser's compensation includes income from the Teamsters Union, and does not include his business income, which far exceeds these figures, nor any of the compensation received from the FBI as an informant, reportedly $30,000 per year.

2. Friedman's salary includes $269,775 from Bakery Workers Local 19, which shares offices, benefit funds, business agents and facilities with IBT Local 507. Friedman is presently under indictment with Presser in the ghost employees case.

3. Deceased.

4. Based in part on 1984 figures due to delinquent filing of reports.

5. Figures in U.S. Dollars. Also, Lawson and Moslinger receive considerably more than the amount, but figures cannot be obtained for their Canadian Conference, Joint Council or local salaries.

6. Vincent Trerotola, the son of Joseph Trerotola, also controls two public employee locals which do not file reports. Thus his compensation is likely to be over $200,000.

7. Hughes is under indictment along with Presser and Friedman for his involvement in the ghost employee scam.

Note: Because no reports are available from Canadian affiliates or U.S. public employee locals, this list omits other persons. For example, Barry Feinstein received $24,869 from the International, but also draws a large unreported salary from Local 237. Charles Thibault received $67,910 (U.S.) from the International but also heads Toronto Local 938 and Joint Council 52. Other International Union staffers in Canada include Pierre Deschamps ($54,475); Louis Lacroix ($67,567); Lawrence McDonald ($68,318); Gaston Poisson ($77,606) and Edward Zimmerman ($90,447).

Key: EC (Eastern Conference); CC (Central Conference); SC (Southern Conference); WC (Western Conference); Intl (International).

Des Moines Local 147 Takes on Super Valu

Strike Beats Major Giveback Demands

A ten day strike by 300 Des Moines Local 147 Teamsters against the wholesale grocery distributor Super Valu has resulted in a significantly improved, but still far from perfect contract.

One Local 147 member described Super Valu's first offer as "bordering on the ridiculous." It included demands for deletion of protection against subcontracting, and a change in the system of setting production quotas to one based exclusively on percentage.

Super Valu was also asking for the right to use supplemental casuals for up to 20% of the total hours assigned regular employees, a 70% two-tier start-up wage ("as agreed to by Teamster Master Freight Agreements throughout the land," a company document pointed out) and elimination of hourly guarantees and COLA. On top of that, they wanted to freeze pension contributions until 1989, and cut provisions for retirees' health coverage. They tried to sell all of this by throwing members a bone of a one-time bonus for the first three years of the contract.

But the bone was seen for what it was and that offer was rejected on March 28 by a margin of 247-3.

After the rejection, management implemented their final offer, a move that shocked even the International into taking some action. In late April a national meeting of Super Valu union representatives took place at which Central Conference Warehouse Director Bud Smith stated, "the only way to fight is as a group....we should support them (Des Moines and Xenia members) or else bite the bullet."

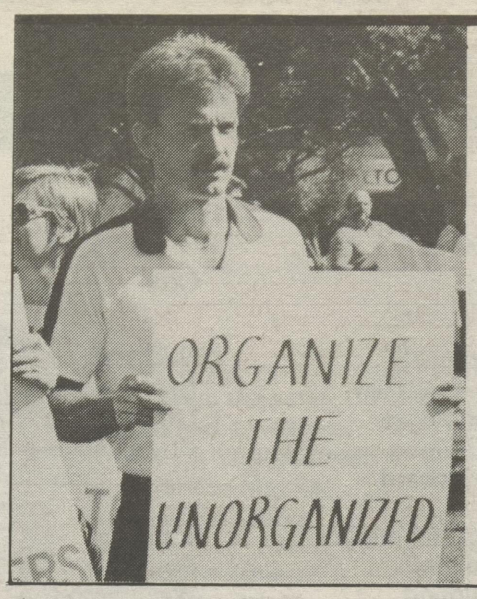
On June 17 members walked off their jobs. Mangement hired replacements which they tried to bring into the warehouse in a bus with boarded up windows, but this proved a tough task with the picket line holding strong. One Local 147 member pointed out that, "They lost more than they realized they would. There was lots of damage, and a 44% production rate with the replacements."

But in the end it appeared that Bud Smith was not only willing to bite the bullet, he was also ready to use it to shoot down the elected rank and file negotiating committee. Negotiations were taken completely out of their hands and moved to Chicago, where they were concluded by Smith. One Super Valu member told *CD* that, "This was a slap in the face for our committee, but also a compliment to them in their stance to not give in. The company lost more than they'll ever know. We united to say 'no more' when we walked out."

The Smith-negotiated pact was accepted by a margin of 155-88. Management's demands for changes in production and subcontracting language had been taken out, the 40-hour week guarantee had been retained and the percentage on casuals reduced from 20% to 15%. Top pension contributions were won, and health coverage for retirees retained. The wage package resulted in a $400 lump sum the first year; 15c/hour the second year; 15c the third; 25c the fourth and 40c the last year. Still, other concessions remained, including the two-tier and five year contract.

So the results of the Des Moines contract fight show what a membership can do to fend off serious concessions, but also raise questions about how the International Union should be backing up locals and developing unity between different divisions.

Presently Xenia, Ohio Local 957 Super Valu members are waiting to see what their local will do about the stalemate existing there since the company implemented their final offer in March, and Ft. Wayne's contract comes up in August.



I'll Be in Atlanta

Joe Mathews
United Parcel Service
Local 270, Shreveport, Louisiana

Now more than ever we should become active in our union. Hard fought battles that have been won for job security, benefits and a decent standard of living are being given up a little at a time. Only our unity can stop this erosion. The last UPS contract was a farce, and a UPS meeting at the TDU convention will address exactly this problem. I was at the IBT Convention and will be at the TDU convention in October.

Watsonville Resistance Continues

"Watsonville is to the economic justice movement of the 80s what Selma was to the civil rights movement of the 60s," Jesse Jackson told a rally of 3,000 Teamsters and supporters.

Jackson was in Watsonville to address a June 29 rally in support of 1,000 Teamsters at Watsonville Canning, now in the 11th month of a strike against a wage cut from $7.06 to $5.05.

The latest news may not be good for the company. The NLRB has scheduled a decertification vote for August 14, which is a month prior to the one year date. (After a year only the scabs would be allowed to vote.) Watsonville Canning has been willing to lose millions to bust the union, but may have counted on a one year battle, not a longer one.

Meanwhile, many other corporations have joined in attacking the $7.06 frozen food industry wage, covering thousands of California Teamsters. Only Green Giant still pays over $7.

The International Union has had no plan to combat the industry attack. Instead they have pressured locals and members to accept concessions. The International has not even implemented the boycott adopted at the IBT Convention, despite pressure from the workers, the local and the Joint Council.

Some 600 Teamsters at Crosetti Frozen Food resisted this trend on July 2 when they rejected a $5.85 contract by a vote of 313-117. They are in Local 912, like the strikers. The corporation and union hierarchy both publicly attacked Local 912 BA and TDU member Joe Fahey following the rejection, for his support of the rank and file. But the workers succeeded in making an important change in a clause which allowed the company to lower wages even further to match the scab rate!

Meanwhile, the Watsonville Canning strikers continue on the front lines of resistance to corporate greed.

Tony Rossetti and 13 Others Charged With Racketeering

Top Connecticut Officials Indicted

Tony Rossetti, President of Connecticut Joint Council 64, Chairman of the New England UPS Grievance Committee and head of Bridgeport Local 191, has been indicted on charges of racketeering, obstruction of justice and embezzlement. The charges came as a result of an extensive Organized Crime Strike Force investigation. If convicted, Rossetti could be sentenced to 70 years in prison and $100,000 in fines.

Two former Joint Council 64 Presidents, Fred Roberto and Phillip Guarnaccia, were among the 14 other local officials and benefit fund employees indicted along with Rossetti. Also indicted were Vincent S. "Chickie" Pisano, the head of New Haven Local 443; Joey Roberto, Local 191 Business Agent; Mario Salvatore, Local 191 President; Peter Susca, Local 1035 Secretary-Treasurer; George Lamontagne, Waterbury Local 677 President; and a number of benefit fund employees, including Vincent Pisano's sister.

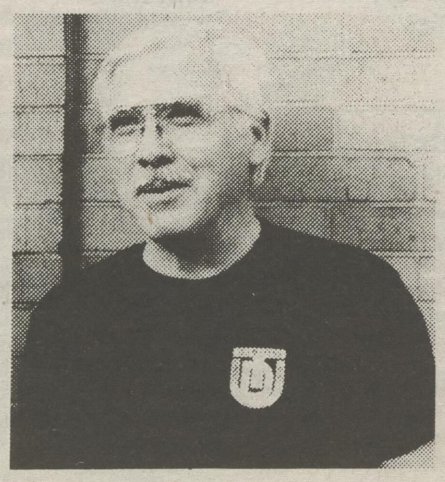
For a number of years Rossetti has been an active critic of TDU and participated in the breaking-up of a public TDU meeting in 1983. He also colluded with UPS management to insure that the firings of several rank and file members were upheld, including the firing of TDUer Bill O'Brien after he announced his intention to run against Rossetti in the Local 191 election.

Rossetti is charged with embezzling more than $62,000 in union health funds through an improper payment scam. The indictments allege that a total of at least $148,500 was stolen from the health and welfare funds by those charged.

If they are found guilty, Rossetti and the others will have to step down from their union offices. Over the last several years TDUers and other reformers have been making headway in Connecticut by winning elections and spreading the word on TDU. Perhaps now the stranglehold corruption has had over many of these locals will finally be broken.

TDU T-Shirts Available!

Summer is here and it's T-Shirt weather. We have new T-Shirts that display the TDU emblem on the left front of the shirt. They are stylish, durable and let you show your pride in TDU. Price is only $6.00. Order yours today!



Red: Sm.___ Med.___ Lg.___ Xlg___
Black: Sm.___ Med.___ Lg.___ Xlg___
Lt. Blue: Sm.___ Med.___ Lg.___ Xlg___
Dk. Blue: Sm.___ Med.___ Lg.___ Xlg___
Burgundy: Sm.___ Med.___ Lg.___ Xlg___

Some colors not available in all sizes; please indicate second choice.

Total shirts ordered_____ Amount enclosed_____

Name _____

Address _____

City_____ State_____ Zip_____

Return to: TDU, Box 10128, Detroit, MI 48210

Working Off the Clock Adds Up

Drivers Give UPS $42 Million

UPS Teamsters are giving their company a $42 million gift every year, and you just might be one of the donors. Sound crazy? Take a look:

It is common knowledge, and surveys have confirmed, that every day thousands of package car drivers work off the clock. They work through lunch, straighten out loads before punching in and do paper work after punching out.

There is presently no precise way to calculate the size of this gift, but a survey done in different centers indicates that up to 60 percent of package car drivers admit to doing some work off the clock, and many of them, to working completely through their lunch.

We have made a much more conservative estimate that one out of three package car drivers works off the clock for one hour each day, and taken it for granted that all others don't work off the clock at all. There are approximately 36,000 package car drivers. So 1/3 of those giving up one hour per day for 250 days a year (at a straight $14 rate) equals a massive $42 million a year!

Equals 50c/Hour Wage Cut

Here's another way to look at it: would package car drivers agree to take a 50c per hour wage cut? Not likely, but that's exactly how much is given up per hour through this gift. And, there are far greater repercussions than the wage cut, because more than money is at stake. For example, unionism and unity is undermined when the contract becomes a joke due to a high percentage of union members violating it daily.

We all know why this happens. UPS' often inhuman productivity push and fear tactics leave most members afraid of losing their jobs. When our union is silent on this, members are left defenseless and more susceptible to "band-aid" measures like working off the clock.

Many stewards and members have worked to prevent or cut down this anti-union practice and contract violation, with some success (see story this page). But more backing is needed from the International and locals. For example, the International could use their leverage to demand contract compliance by the company, just as the company does of members. Further, and more important, strong action needs to be taken to stop the inhuman productivity standards.

The UPS Committee of TDU is dedicated to informing UPS members on crucial issues like this, and building a national organization of UPS Teamsters that can make our voice heard. The 1987 contract will give us an opportunity to call for positive changes. Why don't you plan on helping out by being at the National UPS Rank and File Contract Meeting, October 25-26, in Atlanta, Georgia?

Virginia Members Get MAD

Work-to-Rule Throws Ball in UPS's Court

Anthony Smith and Doug Bell
United Parcel Service
Local 639, Washington, DC

For UPS Teamsters, on-the-job harassment is part of the daily routine, and is most often directed at increased production. In northern Virginia, one of management's favorite tactics to bring low producing or "unruly" (union-active) drivers in line is their overly strict methods' audits. During the audit the slightest misstep is considered a failure to follow instructions and is used for disciplinary action.

In our center, when we felt we had absorbed enough of this petty harassment and constant disregard for the rights guaranteed in our contract, we decided to fight back by taking the ball into UPS's court and playing by their rules.

We call our strategy MAD, or Methods Awareness Day. On MAD days we hold a parking lot meeting where we stress that drivers should follow the company's methods to the letter—both the very restrictive and the safety-oriented practices. We stress that drivers should not work off the clock before their normal starting time, should take their full lunch, always walk to and from the package car, and use proper lifting techniques.

Be Out Front

In promoting MAD days it is important for the organizers to be out front when encouraging co-workers to stick to the rules and not take anything additional from the company. In this way, you reflect management's only tool against you—the accusation of a slowdown. In fact, we have been accused of just that, but because we were out in the open, and had so many witnesses to disprove UPS's accusation, it went nowhere.

Also in retaliation for our MAD activities, UPS has tried to remove us from our shop steward positions. We are presently filing labor board charges over this, as we will over any other retaliation taken by the company.

It is clear that UPS fears both the potential loss of productivity that follows a work-to-rule situation and the solidarity of the workers involved—both positive and legal results of our MAD days. When UPS begins to discover that workers are solid in their beliefs they begin to come across with concessions, as they have in our center.

This kind of action is contagious as well. After doing MAD days for less than a week, another Virginia center had joined with us and more are now asking about it.

TDU Meets

Lansing, MI
Saturday, August 2
2:00 PM
American Legion Post 269
Haslett Blvd, Haslett, MI
(across from Harry Holden Chevrolet)

Atlanta, GA
Pig Roast
Saturday, August 16
7:00 PM
Brantford Drive
Tucker, GA
For information call (404) 491-7064

New York/New Jersey
Barbecue
Saturday, September 6
2:00 PM
278 South Long Beach Ave
Freeport, NY
Admission $10

Detroit, MI
Educational Conference
Saturday, September 27
Location TBA
For information call (313) 842-2600

Baltimore, MD
Rank and File Pension Meeting
Saturday, August 23
1:00 PM
For information call (301) 687-7790 or (301) 356-3558

Denver, CO
Tuesday, September 16
11:00 AM
Western Motor Inn
(I-70 and Vasquez)

UPS and Downs

UPS Contract War Chest Needed.

Imagine that it is a year from now and Presser is out of office, appealing his conviction for racketeering. His successor signs a three year contract with UPS which fails to deal with important problems, leaves the two-tier clause in, and even provides "relief." The International then mails every UPS Teamster a slick brochure highlighting the nice bonus they will get if they vote yes. You are mad, and think "If only we could send out the truth to each one of those members before they vote."

Well, we will be able to due to the lawsuit just won by TDU carhaul members (see front page). In the *Carothers v Presser* case the judge ruled that union members do have the right to access to the mailing list to have the opportunity to get their point of view across. But here's the catch: to do it nearly $15,000 would have to be raised to cover postage, printing and other costs.

That kind of war chest can easily be raised, if we have people in various areas and locals willing to do their part.

Thrift Plan Loan to UPS Eyed by Department of Labor.

In a transaction that would normally be prohibited under federal law, two UPS benefit plans, the Thrift Plan and the Retirement Plan, have agreed to loan UPS roughly $150 million. Under law, this type of transaction between a pension or other benefit plan and a contributing employer is prohibited, and UPS was forced to seek permission from the Department of Labor (DOL) for an exemption. The DOL sought comments from plan participants—of which there were apparently many objections. The comments are now being evaluated and the DOL expected to render their decision within a month.

Revised Edition!

The UPS Rank & File Daily Log Book

The new revised edition of the *UPS Rank and File Log Book* will help you keep track of all the details that affect your job at UPS, from DR stops, to road conditions, CODs, and total number of stops. The package car log book contains 30 categories, has room for your own notes, will help you protect your job and be better prepared at grievance hearings. Each book lasts 3 months.

Price: $2.50 each or $2.00 for 5 or more.

Send me _____ copies.

Name_____ Address _____Local#_____

City_____ State____ Zip_____ Phone( )_____

Send your order to: TDU, Box 10128, Detroit, MI 48210

IBT Okays Whipsawing of Locals

Jupiter Going After Paycuts

"They're cramming it down our throats, that's what they're doing," is how one driver described Dallas and Mavis' and Kenosha Auto Transport's efforts, with the International Union's blessings, to force wage cuts on their drivers.

As early as June, Jupiter Transportation (which owns Kenosha and Dallas and Mavis) was indicating that they didn't want to pay the scheduled wage increase, and some locals were ready to give in.. Then on July 1 the International Union got into the act by notifying all locals that they would be allowed to meet with Kenosha and Dallas and Mavis for the purpose of the modification or waiver of the "scheduled wage increase and other wage rate and mileage proposals."

Some locals have already voted to take the wage freeze. In Mt. Holly, North Carolina, drivers voted 100 percent to take the waiver, but reportedly the Local 71 BA was not notified of the vote, and has told the company that another will have to be held.

Due to the International's action, a much worse situation has arisen where many locals are being whipsawed into taking cuts as well as giving up the wage increase. This has been the case in Seattle, Denton, Texas and Ashville, North Carolina, which all agreed to a 5c cut.

Oakland, California Local 70 didn't even wait for the International's permission. On June 14 they gave Paccar (producer of Peterbilts and Kenworths) a 4c cut and waiver of the raise. Paccar had threatened to close their Newark, California plant unless drivers and production workers took pay cuts, which both did. But did the company live up to their agreement? You guessed it. Right after Local 70 gave in, Paccar announced that the plant would be shut down in December 1986.

Springfield, Ohio KAT drivers, who haul International Harvester trucks, have voted overwhelmingly against waiving their raise.

In Portland, Oregon Jupiter labor relations man Gordon Birdsall told Local drivers that the company wouldn't be asking for cuts from them. Did he live up to his promise? You guessed right again: they were asked to take cuts and give up the increase. Nevertheless, no vote has been held yet on the cuts.

Both Companies Profitable

Many drivers are wondering about the real need for these concessions, particularly after it was revealed that Jupiter made a large tariff increase on Freightliner trucks — from $650 per truck to $725. Also, according to American Trucking Association financial reports, both Kenosha and Dallas and Mavis were in the black for 1985, and turned small profits. Both companies also paid out less for union wages in 1985 than they did in 1984. (For copies of the reports, the most recent available, please contact the TDU office.)

Still, Birdsall claims that "competition from union and non-union are knocking at the doors (sic) which manufacture the trucks you haul on a weekly basis." What is the real story on competition in the driveaway industry?

It is true that driveaway is more susceptible than other jurisdictions to non-union competition, particularly at small railhead locations where a non-union outfit can come in and take over the handling of the ten or so drivers needed. It is also true that the International Union has done nothing to prevent this problem from snowballing. For example, many locals may feel it is hardly worth their while to organize ten or even fewer drivers at these railhead operations. But with intervention and backup by the International, the task could be accomplished.

Based on the IBT's July 1 Titan message it is clear that once again they are just passing the buck along to locals and members to keep from taking any heat themselves. It's happened in all major jurisdictions — freight with ESOPs and cuts and UPS with expansion of part-time employee provisions. And by allowing the company to whipsaw locals against each other, they are guaranteeing that concessions will be forced through.

Short Takes

Presser Pays The Bill? A number of strange developments occurred in July over the upcoming trial of Jackie Presser in the ghost employee scam. The chief prosecutor, Steven Olah, passed away at the age of 41. Reportedly this will make the case more difficult for the Justice Department, because Olah had overseen the whole investigation. Also, three judges have been removed (or removed themselves) from the case. Further, Presser appeared in court with his attorney, John Climaco, to waive his rights to appeal in the event that Climaco gets indicted also. Climaco is under Grand Jury investigation for alledgedly conspiring with an FBI agent to provide Presser with an alibi for the ghost set up. And Climaco (IBT General Counsel) also informed the court that Presser is "personally" paying his legal bills. No trial date has been set yet, but it is expected to be late this year.

Banning Polygraphs. There are moves in Congress to ban the use of polygraphs ('lie detectors') by employers, but the American Trucking Association wants to block this by any means possible. Senator Strom Thurmond (R-SC) staged a filibuster at a committee hearing to try to stop progress. The ATA will try to get an amendment to exempt the trucking industry if all else fails. The bill passed the House and has union support.

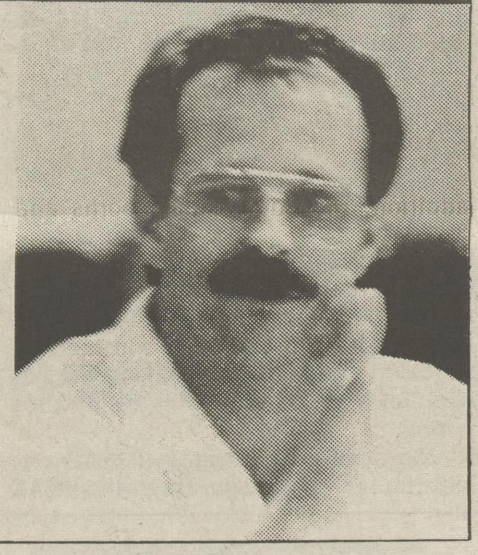
Endorse Union Buster. Joint Council 87 in Tennessee has endorse Ned Ray McWherter for Governor of that state, although he owns a nonunion trucking firm which last year crossed Teamster picket lines. Joint Council head and International Rep. Luther Watson stated he "is the person who would best represent us."

Get It? Roadway is apparently buying up closed McLean terminals and also some Overnite terminals to set up a new company, called Lean Way Over. Makes sense. It has been just-as-reliably reported that Jackie Presser is not actually fat. He just never takes off his money belt. Just kiddin', honest.

I'll Be in Atlanta

Joe Day
Anchor Motor Freight
Framingham, Massachusetts

I'll be at the convention to celebrate our victory in the courts gaining a more informed contract vote for carhaulers and all Teamsters under national contracts. It will also be a chance to rekindle friendships, and, last but not least, a chance to thank the delegates to the IBT Convention for their persistence and fortitude.



Dayton Carhauler's Action Pays Off

NLRB Hits Quillen Over Violations

On June 11, members of Dayton, Ohio Local 957 learned of a richly deserved victory in their fight to bring real unionism back to their local. In an exhaustive 86-page decision, NLRB Administrative Law Judge Robert Romano found that Local 957 Secretary Treasurer Wendell Quillen had repeatedly violated members' legal rights.

Readers of *Convoy Dispatch* will recall articles on the misadventures of Wendell Quillen. He "served" as a trustee for the now defunct Ohio Highway Drivers Fund, which was twice cited for paying excessive administrative fees to cronies of Quillen and his "close personal friend," Jackie Presser.

Quillen also acted as business agent for Complete Auto Transit's (CAT) facility in Moraine, Ohio after it opened in 1981. He not only set a new standard for how many poor deals could be made with one company, he refused to follow the procedures outlined in the national carhaul contract.

When a member challenged his actions, Quillen's usual response was to fly into such a tirade of blustering threats that even his own attorney had to restrain him. He claimed to have such powerful connections that no one could touch him.

In September, 1984, Randy Cornett, a CAT driver, filed the first of several NLRB charges seeking to restrain Quillen's threats against him because of Cornett's questioning of grievance and welfare fund matters, and because of his cooperation with an Organized Crime Strike Force investigation into Quillen's activities. Quillen later tried to bar Cornett from attending union meetings, or paying union dues, and that was added to the charge.

In a four day trial, Quillen denied Cornett's charges. But Judge Romano found Quillen guilty, and ordered him to post a notice at the union hall promising to cease and desist from the illegal threats and to "make (Cornett) whole for any loss he may have suffered." Although the case has received wide publicity in Dayton and the local has posted the notice at the hall, Quillen has told many members that it "just ain't so," pulling out a previous NLRB charge that was dropped for lack of sufficient evidence as "proof."

Some members may understandably wonder if it is worth the trouble when the outcome seems to be a just a promise on a paper posted on a bulletin board. But the results are actually much greater than that. First, our rights to speak up as union members are worth nothing if someone won't stand up to enforce them. In more practical terms, representation at Moraine CAT has improved following Quillen's removal as business agent (in 1985), and members there are now getting full health and welfare coverage. Finally, Quillen's claim that no one can touch him has been disproved. It probably won't be the last time he finds this out.

Lawsuit Shows TDU Deserves Our Active Support

An Open Letter to Carhaul Teamsters

James Petroff
Fleet Carriers
Local 614, Pontiac, Michigan

Teamsters in carhaul probably remember the rumors that some Teamster officials were putting out about the lawsuit that I and two other TDU carhaulers filed last summer during the carhaul contract. Well, the Federal Court has decided that our request to mail an explanation of how the proposed contract would affect all members was reasonable and that in the future the International will have to honor such requests.

I think it would be easy to miss the biggest lesson of this law suit. Teamster carhaulers all vote at once on the same contract proposal, but we aren't one big uniform group. We are a collection of "minorities." We have truckaway drivers, owner-operators, clerical workers, yard people and mechanics. There are important differences between railheads and plant terminals. There are regional differences too. The West is paid in a totally different way than the rest.

When the International sends us a ballot, we get only the national language and the supplement that affects us. And, of course, none of us understands exactly how various issues affect all these groups. We sure can't expect the companies to quit trying to play us off against each other. That's why we need an organization like TDU, with members from every possible group, explaining the issues and working to build the unity it takes for all of us to win. This is the real meaning of unionism and solidarity. TDU practices it every day.

I know a lot of members who read our bulletins and papers, but aren't TDU members. But they think TDU and its lawyers will always be there if they need it. TDU works with some great attorneys, people who could get rich working for management, but who believe that strong democratic unions are worth working for. I was honored to work with these attorneys on this suit, but I know, and they know, that good attorneys aren't the secret behind TDU's accomplishments. The secret is continued active and financial support from rank and file Teamsters across the country.

I'm lucky to work near the TDU office in Detroit. I can see for myself how TDU accomplishes so much. Our small TDU staff works very hard and stretches every penny. A dedicated part-time volunteer has written many articles for several years, but will be leaving soon. Seeing the TDU work makes it much easier for me to donate much more than my $25 membership dues to TDU each year, and to spend a lot of hours trying to build TDU. It also makes it easier to ask other Teamsters to spend $25 to join.

I'm proud of the job we did on last year's carhaul contract. But we could have worked harder on some issues, like the trend toward part-time and lower paid yard help, if we had more members in those places bringing it to our attention. To fight the sellouts that happen in carhaul and to prepare for the 1988 contract, TDU needs the support of more carhaulers. TDU's action just over the lawsuit has saved each of us much more than $25 each year. If just a fraction of those carhaulers who support TDU, but are not members, would join now TDU could hire a much needed staff person to help us be that much more effective in the years to come. Sitting on the sidelines means you are gambling that Jackie Presser will look out for your interests. Is that a bet you really want to make?

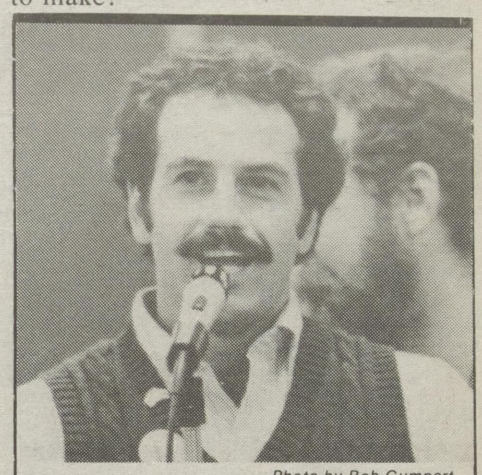


Photo by Bob Gumpert

I'll Be in Atlanta

Dan Campbell
IBT Convention Delegate
Recording Secretary
Local 486, Saginaw, Michigan

I'll be at the Rank and File Convention this October, along with my wife Debra. So will a number of other local officers who were delegates in Las Vegas. I look forward to seeing many new people there.

Delegate Reflects on IBT Convention

Democracy at IBT Convention?

Dan Campbell
Recording Secretary
Local 486, Grayling, Michigan

Like most other Teamsters I recently received the June issue of the *International Teamster* magazine. The issue is completely devoted to reporting on the 23rd IBT Convention held in May. Having participated in the convention as a delegate, I read with interest the account of the convention proceedings, and thought other Teamsters might like to share in my observations.

Positive things happened in Las Vegas. A large concern of mine before the convention was that the IBT leadership would make sure that reform delegates were hassled at registration. As far as I know this was not the case. In fact, throughout the week we were treated fairly well, except for occasional verbal abuse. Therefore, one positive point was that reformers and the reform agenda were accepted as a legitimate part of the proceedings.

Now don't get the idea that the IBT leadership cooperated with us in every way. Actually, they tolerated reform efforts at nearly the minimum level. Reform efforts and proposals received no help and little consideration from the Convention committees or the leadership. Therefore it was necessary to interrupt proceedings in order to introduce reform amendments.

Having to propose motions in this manner had several negative aspects. Not printing reform motions in the convention brochure meant that delegates lacked time to carefully read and consider what was being proposed. Also, by having to interrupt proceedings to introduce motions, the reform delegates were cast as bothersome.

The best that can be said is that we were at least allowed to introduce and speak to motions from the floor. And to the credit of the editors of the *Teamster* magazine, a brief mention of the reform proposals was made at the end of an article on page 6. In addition, the educational booths and charitable works featured at the convention spoke well of our membership and union.

Lack of Dissent

The most glaring concern I had was the near complete lack of dissent among the convention delegates (other than the reform delegates). With few exceptions, the majority participated in a week-long boot licking ritual that at times became very repulsive. Rather than exhibiting the courage to consider the merits of reform proposals, most delegates seemed to compete with each other to see who could spread the thickest praise on Presser and other International officers.

It was a sad sight to see officers and delegates act in such a way. I would like to believe that deep down inside they were doing what they did out of compulsion or fear, rather than actual blind obedience, as it appeared.

I was encouraged by the few instances where non-reform delegates stepped out of line a bit in order to express a concern. Nevertheless, the underlying current below the facade of democracy exhibited by convention leadership was a clear message that stepping out of line was not recommended.

I will take only a little more of your time to make a brief comparison to you. We have heard and read about how "democratic" the convention was. This can be compared to putting one of those fancy, chrome hood ornaments on an old used car. If you only look at that ornament, the car sure looks good. But when you step back and look at the whole car, you see that the ornament is out of place and that it's the car that really needs fixing.

Likewise, I urge you to step back and consider the IBT Convention in relation to the IBT leadership and their record of leadership. You will see that no matter how much Presser buffs that ornament, it's really the system that needs to be fixed up.

Join TDU and help us fix our union so that it works the way it was meant to.

Local 843 Gives Up Rights and Conditions

Long Hot Summer for NJ Brewery Workers

Members in the New Jersey area may have seen some of the media coverage given Anheuser-Busch and Local 843 this past spring concerning the elimination of on-premise beer consumption. How is it that the rank and file would agree to give up such a tradition? The answer is that they didn't, it was agreed to for them.

No matter how thirsty and unquenched these Teamsters at the Newark brewery might feel because of this loss, they are now confronted with a much greater tragedy and loss of union rights.

Newark was once home to many familiar brewing labels. Many of these including Reingold, Pabst and Ballentine, have fallen to Anheuser-Busch. The practice has always been that when these breweries closed their doors the industrial regulars (bookmen) signed onto the rosters of the remaining breweries.

At least that was the case until Pabst closed, when Anheuser-Busch, with the agreement of Local 843, refused to hire from this group of laid-off members and started working casuals instead. As a result, Teamster brewery workers with up to 30 years in Local 843 have only been able to find work behind the 50 casuals now being used, meaning that they have little or no chance of steady employment.

I have read in the *Convoy Dispatch* about Teamsters in freight and other jurisdictions who are also contending with this kind of outrageous situation where long-time, experienced members end up struggling to get a day's work here and there, while more and more casuals are used. One way that we in Local 843 are hoping to deal with this problem is by concentrating on electing some new leadership to our local in this fall's elections.

On the less serious side, I hope that my brother and sister Teamsters will ask, the next time you come to the end of a long day and consider kicking back a few cold brews, is this Bud for you?

—Member, Local 843
Newark, New Jersey

No Caviar, But Plenty of Union Spirit

TDU Convention, October 25 & 26, Atlanta, GA

There won't be centurions, imperial sedan chairs or lavish parties at the upcoming TDU Rank and File Convention on October 25 and 26. Nor will there be bands, caviar, or anti-union guests from top Leaseway, UPS or Roadway management. Also certain is that there won't be any "I Love Jackie" buttons, wristwatches or other paraphernalia. So if this is what you are looking for, you probably won't be very interested in attending the TDU Convention.

What the convention will feature is some of the best educational seminars available, conducted by top labor attorneys and educators, in an atmosphere of unionism, democracy, and rank and file solidarity. It will also feature excellent *union* speakers, and the opportunity for rank and file Teamsters to share experiences and meet with hundreds of other members, stewards and local officers—all with years of experience in their jurisdictions.

New Convention Location

The site of the 1986 TDU Convention is a symbol of our growing influence and strength. For the first time in TDU's history, the convention will take place outside of the Midwest, hosted by the Atlanta, Georgia Chapter.

We have gotten excellent convention facilities at one of the few union hotels in downtown Atlanta, the American Hotel. We aren't offering Caesar's Palace, but the convention will be close to the finest dining, shopping and entertainment in the Atlanta area.

Special Guest Speakers

In addition to the many fine attorneys, educators and speakers we normally have, we are lucky this year to have two proven fighters for union democracy and a strong labor movement present at our convention.

Victor Reuther has devoted over 50 years to the labor movement as an outspoken leader of the United Automobile Workers, with a history leading from strike leader in the 1930's to Educational Director for the UAW.

Jim Guyette, as president of UFCW Local P-9 and a leader in their ongoing struggle against union-busting by the Hormel Company, has been on the front lines of the fight against concessions. The courageous stand taken by the Austin, Minnesota workers has sparked the sympathy of the rank and file labor movement (and the anger of their parent union, which has seized control of the local). Brother Guyette's experiences should give us all valuable insights into the direction of the labor movement.

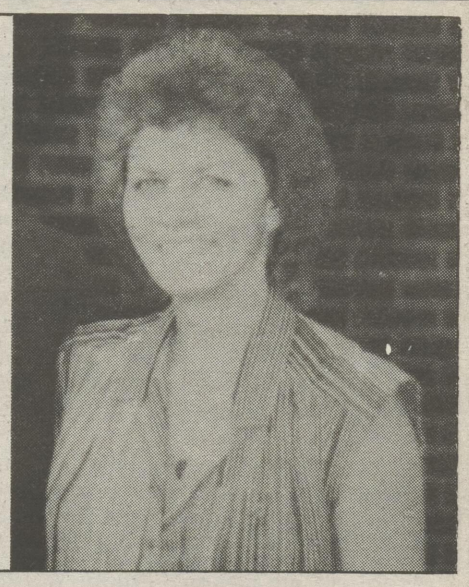
Workshops Build Skills

Every year the TDU Convention offers some of the best educational workshops available on union issues and skills, led by experienced labor educators and tailored to the experiences of rank and file Teamsters. This year will be no different. Here are just some of the workshops being planned for the convention:

Joyce Mims
Atlanta, Georgia

You're Invited! The Atlanta chapter has the honor of hosting this year's Rank and File Convention. We are working hard right now encouraging folks to attend. This is a special invitation to all Teamsters to come to Atlanta and enjoy our Southern hospitality.

I personally want to urge all Teamster wives to attend. Our chapter here in Atlanta depends on the participation of the wives. You can be valuable part of your chapter too. Please, do yourself a favor and be there with us in October!



• *Legal Rights on the Job and in the Union.* One of the most popular, conducted as always by top TDU attorneys.

• *State of the Trucking Industry and New Management Tactics.* An in-depth look at the events that have unfolded over the last several years, and an examination of the new tactics management is using to take the upper hand in the contract, grievance procedure and shop floor.

• *Running for Local Union Office.* Find out your rights and learn the strategies that work from members who have won local elections.

• *Drug Testing: Understanding the Dangers, Fighting for Protection.* Why the tests don't work, how they infringe on your rights and can result in unjust firings. What the experts say, and what TDU is doing to protect against the dangers.

• *Understanding Pensions.* A close look at what you need to know to protect your own pension, and to answer the questions other members have concerning theirs. Recent changes will be discussed.

• *Building TDU Chapters and Recruiting Members.* The basics on building membership, getting people involved and making your chapter work. A must for representatives from areas new to TDU.

• *Publicity: Using it Effectively to Build TDU, Win Campaigns and Get Your Point Across.* Effective publicity can make the difference when it comes to winning an election campaign, bylaws change or turning down a poor contract offer.

• *And many more...*

Jurisdictional Meetings

The TDU Convention is the only place where you can meet with active members from your company from across the country to discuss common problems and strategies for getting better contracts. Be in Atlanta for national meetings of Roadway Teamsters, Carhaul members, United Parcel Service Teamsters, Grocery and Warehousing, and more.

Register Early for the Convention

REGISTER NOW...SAVE $10!

Postmark your registration no later than October 3 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

Name_____ Local_____

Address_____

City_____ State_____ Zip_____

Phone ( )_____ Co._____

(if registering for others please include same info.)

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals, and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday dinner and Saturday breakfast.

			# of People	
Sat. & Sun.	$79	×	_____	= _____
Sat. Only	$49	×	_____	= _____
Sun. Only	$35	×	_____	= _____
Fri. dinner & Sat. Breakfast	$20	×	_____	= _____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms $50 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

____ Single room
____ Double room (with _____)
____ Fri. ____ Sat. ____ Sun.
# of nights ____ × $50 = **Housing Cost** = _____

CHILDCARE

Must be reserved in advance. Cost covers all meals and outings. Please give name(s) and age(s).

_____

			# of Children	
Sat. & Sun.	$20	×	_____	= _____
Sat. Only	$15	×	_____	= _____
Sun. Only	$10	×	_____	= _____

Childcare Cost = _____

DISCOUNTS

For early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

____ $10 if postmarked by Oct. 3 ($5 one day)
____ $10 travel over 500 miles one way
____ $20 travel over 800 miles one way
Total Discount = _____

MAKE FLIGHT RESERVATIONS EARLY! For the best fares reserve 30 days in advance. Call the TDU Office for more information.

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Costs minus discounts = _____
Amount enclosed = _____
Balance due = _____

Tired of Carrying the Chair?

Then join TDU. We are working to win the right to vote, better contracts, stronger locals, and more. Just this month we have won another important victory for membership rights in contract votes. So how about joining today — our union's future depends on it.

TDU Membership Application

Name_____ Local Union #_____

Address_____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other_____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)
☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)